

Statement of Unaudited Consolidated Financial Results for the Quarter and Nine Months ended December 31, 2025

(Rs. In Millions)

S.No.	Particulars	Quarter ended			Nine Months ended		Year ended
		31-Dec-25	30-Sep-25	31-Dec-24	31-Dec-25	31-Dec-24	31-Mar-25
		(Unaudited)	(Unaudited)	(Unaudited)	(Unaudited)	(Unaudited)	(Audited)
1	Revenue from Operations	2,793.46	2,826.95	2,575.77	8,216.88	7,690.00	10,247.96
2	Other Income	103.90	127.08	28.61	286.24	116.92	162.04
3	Total Income (1+2)	2,897.36	2,954.03	2,604.38	8,503.12	7,806.92	10,410.00
4	EXPENSES						
	a) Employee benefits expense	1,676.14	1,738.26	1,466.62	5,064.02	4,469.78	6,078.57
	b) Cost of material consumed and other direct costs	49.09	39.22	25.42	102.20	57.65	74.80
	c) Finance Cost	4.22	5.99	7.30	16.62	23.82	33.22
	d) Depreciation and amortisation expense	73.01	74.36	123.70	224.09	312.54	393.07
	e) Impairment of goodwill	-	-	19.00	-	19.00	19.00
	f) Other expenses	607.56	582.40	679.37	1,811.49	1,886.96	2,418.94
	Total Expenses (4)	2,410.02	2,440.23	2,321.41	7,218.42	6,769.75	9,017.60
5	Profit/(loss) before exceptional items and tax (3-4)	487.34	513.80	282.97	1,284.70	1,037.17	1,392.40
6	Exceptional Items						
	Impact of New Labour Codes (Refer note 4)	(167.88)	-	-	(167.88)	-	-
7	Profit/(loss) before tax (5+6)	319.46	513.80	282.97	1,116.82	1,037.17	1,392.40
8	Tax expense						
	a) Current Tax	114.32	105.95	100.02	306.10	306.54	447.48
	b) Deferred Tax Charge/ (Credit)	(16.14)	10.26	(14.85)	(12.40)	(61.04)	(87.51)
9	Profit/(loss) for the period (7-8)	221.28	397.59	197.80	823.12	791.67	1,032.43
10	Other Comprehensive Income						
	Items that will not be reclassified to profit or loss						
	(i) Remeasurement of the defined benefit obligation	(5.94)	1.27	(6.15)	(8.73)	(5.31)	(11.52)
	(ii) Income tax relating to items that will not be reclassified to profit or loss	1.19	(0.22)	0.85	2.03	0.38	2.01
	Items that will be reclassified to profit or loss						
	(i) Exchange difference on translation of foreign operations	16.99	32.22	-	95.16	-	-
11	Total Comprehensive Income for the period (9+10) (Comprising Profit/(Loss) for the period and Other Comprehensive Income)	233.52	430.86	192.50	911.58	786.74	1,022.92
	Attributable to:						
	Owners of the parent	233.52	430.86	192.50	911.58	786.74	1,022.92
	Non-controlling interests	-	-	-	-	-	-
12	Of the Total Comprehensive Income above, Profits for the year attributable to:						
	Owners of the parent	221.28	397.59	197.80	823.12	791.67	1,032.43
	Non-controlling interests	-	-	-	-	-	-
13	Of the Total Comprehensive Income above, Other comprehensive income attributable to:						
	Owners of the parent	12.24	33.27	(5.30)	88.46	(4.93)	(9.51)
	Non-controlling interests	-	-	-	-	-	-
14	Paid Up Equity Share Capital (Face value of Rs.10/- each, fully paid up)	155.20	155.20	155.20	155.20	155.20	155.20
15	Other Equity	-	-	-	-	-	6,203.24
16	Earnings per Equity Share (Face value of Rs.10/- each) (for continuing operations) (Refer Note 8)						
	- Basic (Rs.)	14.26	25.62	12.75	53.04	51.01	66.52
	- Diluted (Rs.)	14.26	25.62	12.75	53.04	51.01	66.52
	See accompanying notes to the Unaudited Consolidated Financial Results.						

Statement of Unaudited Consolidated Financial Results for the Quarter and Nine Months ended December 31, 2025

Notes to the Unaudited Consolidated Financial Results for the quarter and nine months ended December 31, 2025:-

1 The above Consolidated financial results which are published in accordance with Regulation 33 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, have been reviewed by the Audit Committee held on February 02, 2026 and approved by the Board of Directors at their meeting held on February 03, 2026. The Unaudited consolidated financial results has been prepared in accordance with the recognition and measurement principles laid down in the Indian Accounting Standard under Section 133 of the Companies Act, 2013 read with relevant rules issued thereunder and other accounting principles generally accepted in India. The statutory auditors have expressed an unmodified review conclusion on the financial results for the quarter and nine months ended December 31, 2025.

2 Pursuant to Regulation 33(3)(c) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Group has decided to submit to the stock exchanges the Unaudited Financial Results (Standalone and Consolidated) for the first three quarters of the current financial year 2025-26 and Audited Financial Results (Standalone and Consolidated) for the fourth quarter and year ending March 31, 2026.

3 The Chief Operating Decision Maker (CODM) evaluates the performance of the Group based on revenue and operating income in one segment i.e. Software Validation, Verification, Development and engineering/consultancy & other services. Accordingly, as per Ind AS-108, "Operating Segments" the Group has only one business segment and hence segment information has not been separately disclosed.

4 On November 21, 2025, the Government of India notified the four Labour Codes with immediate effect, consolidating 29 existing labour laws into a unified framework. The Labour Codes introduce a revised and uniform definition of "wages," necessitating a reassessment of employee benefit obligations. The Group has evaluated the implications of the revised wage definition, resulting in an incremental impact of Rs. 126.42 million relating to gratuity and Rs. 41.46 million relating to compensated absences. Considering the impact arising out of legislative amendments is an event of non-recurring nature, the Group has presented this incremental amount as "Impact of New Labour Codes" under "Exceptional Item" in the Statement of Unaudited Consolidated Financial Results for the quarter and nine months ended December 31, 2025. The Group continues to monitor the developments pertaining to Labour Codes and will evaluate additional impact if any on the measurement of liability pertaining to employee benefits.

5 Other Income (Sl. No. 2) and Other Expenditure (Sl. No. 4 f) above includes Net Foreign Exchange Gain and Loss respectively for each reporting period as under:

Particulars	(Rs. in Millions)					
	31-Dec-25	30-Sep-25	31-Dec-24	31-Dec-25	31-Dec-24	31-Mar-25
Net Exchange Gain / Loss	(Unaudited)	(Unaudited)	(Unaudited)	(Unaudited)	(Unaudited)	(Audited)
Other Income	40.53	69.24	-	99.73	35.63	50.44
Other Expenses	-	-	51.04	-	-	-

6 Financial Results of Expleo Solutions Limited (Standalone information):

Particulars	Quarter ended			Nine Months ended		Year Ended
	31-Dec-25	30-Sep-25	31-Dec-24	31-Dec-25	31-Dec-24	31-Mar-25
	(Unaudited)	(Unaudited)	(Unaudited)	(Unaudited)	(Unaudited)	(Audited)
Revenue from Operations	2,339.69	2,372.64	2,575.77	6,925.16	7,690.00	10,247.96
Profit/ (Loss) from ordinary activities before tax	240.17	435.02	241.96	886.00	882.18	1,278.76
Net Profit/ (Loss) from ordinary activities after tax	160.48	335.86	167.33	644.02	664.63	953.44

7 The Consolidated Financial Results include the results of 100% Wholly owned Subsidiaries, i.e. Expleo Solutions Inc., USA, Expleo Solutions Pte. Ltd., Singapore, Expleo Solutions UK Limited, UK, Expleo Solutions LLC, Dubai, and Expleo Solutions Arabia Limited , Saudi Arabia .

8 The earnings per share (basic and diluted) for the interim periods have not been annualised.

By order of the Board
For Expleo Solutions Limited

Place: Bengaluru

Date: February 03, 2026

Phani Tangirala
Managing Director & CEO